

	Position	AI Status	Maximum Incentive	Type	Payout 1 Amount	Payout 1 Conditions	Payout 2 Amount	Payout 2 Conditions	Payout 3 Amount	Payout 3 Conditions	Eligibility
1	Police Cadet (PC0)	AI 7-44 APD Supplement	\$10,000	New Hire	\$3,000	Graduation from Academy	\$3,000	Completion of OJT period	\$4,000	Completion of 1 yr probationary period	No incentive to any person employed by CoA as a sworn officer in the prior 8 yrs
2	Police Officer Lateral (PD0)	AI 7-44 APD Supplement	\$15,000	Lateral Hire	\$5,000	Completion of 4th wk Academy	\$5,000	Completion of 1 yr probationary period	\$5,000	At 4 yrs of service from date of hire	No incentive to any person employed by CoA as a sworn officer in the prior 8 yrs
3	Police Service Aide (PSA)	Addendum to AI 7-44	\$1,500	New Hire	\$750	Completion of 6 mos of service	\$750	Completion of 1 yr of service	N/A	N/A	No incentive to any person employed by CoA as a PSA in the prior 3 yrs
4	Dispatchers: 911 & 242-COPS Telecommunication Operator II (C2) Telecommunication Operator II (C2C)	AI 7-44	\$1,500	New Hire	\$750	6 mos of service & completion of OJT	\$750	Completion of 1 yr probationary period	N/A	N/A	No incentive to any person employed by CoA as a Telecommunications Operator in the prior 3 yrs
5	Dispatchers: 911 & 242-COPS Telecommunication Operator I (C1) Telecommunication Operator I (C1C)	AI 7-44	\$1,500	New Hire	\$750	6 mos of service & completion of OJT	\$750	Completion of 1 yr probationary period	N/A	N/A	No incentive to any person employed by CoA as a Telecommunications Operator in the prior 3 yrs
6	APD Internal Affairs Investigators (UN)	Addendum to AI 7-44	\$1,500	New Hire	\$750	Completion of 6 mos of service	\$750	Completion of 1 yr of service	N/A	N/A	No incentive to any person employed by CoA as an Internal Affairs Investigator in the prior 3 yrs
7	APD Prisoner Transport Officer (ATO)	Addendum to AI 7-44	\$1,500	New Hire	\$750	Completion of 8 week Cadet Training	\$750	Completion of 1 yr probationary period	N/A	N/A	No incentive to any person employed by CoA as an APD Prisoner Transport Officer in the prior 3 yrs
8	Firefighter Paramedic (3/C Cadet)	AI 7-44 FD Supplement	\$15,000	New Hire	\$5,000	Completion of first 2 wks of AFR Trng Academy	\$5,000	Completion of AFR Trng Academy	\$5,000	Completion of 1 yr probationary period	Previously employed AFR employees not eligible
9	ACS Community Responder (CR1)	Addendum to AI 7-44	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as an ACS Community Responder in the prior 5 yrs
10	Animal Services Officers (J12)	AI 7-44	\$1,500	New Hire	\$500	Completion of 6 mos probationary period	\$1,000	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as an Animal Services Officer in the prior 3 yrs
11	Animal Handler (B23)	Addendum to AI 7-44	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as an Animal Handler in the prior 5 yrs
12	Veterinarian Assistant (UN)	Addendum to AI 7-44	\$750	New Hire	\$250	Completion of 6 mos of service	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Veterinarian Assistant in the prior 5 yrs
13	Security Officer (J12)	Addendum to AI 7-44	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Security Officer in the prior 3 yrs

	Position	AI Status	Maximum Incentive	Type	Payout 1 Amount	Payout 1 Conditions	Payout 2 Amount	Payout 2 Conditions	Payout 3 Amount	Payout 3 Conditions	Eligibility
15	Code Enforcement Specialist (M14)	Addendum to AI 7-44	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Code Enforcement Specialist in the prior 5 yrs
16	Certified Construction Inspectors (M15) (Bldg, Electrical, Plumbing/Mechanical, and Commercial Boiler)	AI 7-44	\$2,500	New Hire	\$1,000	Completion of 6 mos probationary period	\$1,500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Certified Construction Inspector in the prior 5 yrs
17	Landfill/Heavy Equipment Operator (B30)	Addendum to AI 7-44	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Landfill/Heavy Equipment Operator in the prior 3 yrs
18	Transport Operator (B29)	Addendum to AI 7-44	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Transport Operator in the prior 3 yrs
19	Commercial/Residential Collections Driver (B29)	Addendum to AI 7-44	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Commercial/Residential Collections Driver in the prior 3 yrs
20	Motor Coach Operator (Q00)	AI 7-44 TR Supplement	\$1,000	New Hire	\$250	Completion of 6 mos probationary period	\$250	Completion of 9 mos city employment	\$500	Completion of 1 yr city service	Former MCOs may be eligible based on Dept Director Approval
21	Motor Coach Operator (Q00)	AI 7-44 TR Supplement	\$500	Transfer (Probation Completed)	\$500	Completion of 1 yr employment with Transit	N/A	N/A	N/A	N/A	N/A
22	HVAC Technician (B32)	Addendum to AI 7-44	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a HVAC Tech in the prior 5 yrs
23	Planner (E/M15)	Addendum to AI 7-44	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Planner in the prior 5 yrs
24	Mechanic III (B32)	Addendum to AI 7-44	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city Service	N/A	N/A	No incentive to any person employed by the CoA as a Mechanic III in the prior 3 yrs
25	Laborer (B15)	Addendum to AI 7-44	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Laborer in the prior 3 yrs
26	Electrician II (B34)	Addendum to AI 7-44	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as an Electrician in the prior 5 yrs
27	Plumber (B32)	Addendum to AI 7-44	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Plumber in the prior 5 yrs
28	Custodian (B13)	Addendum to AI 7-44	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Custodian in the prior 5 yrs

	Position	AI Status	Maximum Incentive	Type	Payout 1 Amount	Payout 1 Conditions	Payout 2 Amount	Payout 2 Conditions	Payout 3 Amount	Payout 3 Conditions	Eligibility
29	Senior Buyer (M13)	Addendum to AI 7-44	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as an Senior Buyer in the prior 5 yrs
30	Payroll Specialist II (E14)	Addendum to AI 7-44	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Payroll Specialist II in the prior 5 yrs
31	Principal Accountant (E16)	Addendum to AI 7-44	\$750	New Hire	\$250	Completion of 6 mos probationary period	\$500	Completion of 1 yr city service	N/A	N/A	No incentive to any person employed by the CoA as a Principal Accountant in the prior 5 yrs
32	Degreed Engineering Professionals	AI 7-44	\$2,500	New Hire	\$1,000	Completion of 6 mos probationary period	\$1,500	Completion of 1 year city service	N/A	N/A	No incentive to any person employed by the CoA as a degreed engineer professional in the prior 5 yrs
33	Degreed Accountants/Financial Professionals	AI 7-44	\$2,500	New Hire	\$1,000	Completion of 6 mos probationary period	\$1,500	Completion of 1 year city service	N/A	N/A	No incentive to any person employed by the CoA as a degreed accountant or financial professional in the prior 5 yrs
34	Information Technology Specialties	AI 7-44	\$2,500	New Hire	\$1,000	Completion of 6 mos probationary period	\$1,500	Completion of 1 year city service	N/A	N/A	No incentive to any person employed by the CoA in any information specialty at any time in the prior 5 yrs
35	Radio Systems Administrators	AI 7-44	\$1,500	New Hire	\$750	Completion of 6 mos probationary period	\$750	Completion of 1 year city service	N/A	N/A	No incentive to any person employed by the CoA in any Radio Systems Administrative at any time in the prior 5 yrs
36	Citizen Contact Agent I	AI 7-44	\$1,500	New Hire	\$750	Completion of 6 mos probationary period	\$750	Completion of 1 year city service	N/A	N/A	No incentive to any person employed by the CoA in any Citizen Contact Agent I at any time in the prior 5 yrs
37	Citizen Contact Agent II	AI 7-44	\$1,500	New Hire	\$750	Completion of 6 mos probationary period	\$750	Completion of 1 year city service	N/A	N/A	No incentive to any person employed by the CoA in any Citizen Contact Agent II at any time in the prior 5 yrs